

Category: Operations

Policy Title: Religious Freedom

Policy Statement: Members of the college community, including faculty, administrators, staff, and students shall have the civil right to the exercise of religion without any direct or indirect constraints, inhibition, curtailment, or denial of such exercise of religion.

“Exercise of religion” means the practice or observance of religion under Section 7 of the Bill of Rights of the Constitution of the State of Kansas and the free exercise clause of the First Amendment to the Constitution of the United States, and includes the right to act or refuse to act in a manner substantially motivated by a sincerely-held religious tenet or belief, whether or not the exercise is compulsory, or a central part or requirement of the person's religious tenets or beliefs.

Procedures: It is the policy of Garden City Community College that no person, authorized by or acting on behalf of the college, may compel any action contrary to a person's exercise of religion, including, but not limited to, compelling prayer, withholding benefits, assessing penalties, or excluding any other person from programs or access to facilities of the college. This policy applies to any event convened by or sponsored by the college, whether on or off campus.

No person is authorized to grant any exception to this policy unless there is clear and convincing evidence that such an action is in furtherance of a compelling governmental interest and is the least restrictive means of furthering that compelling governmental interest. A “compelling governmental interest” includes, but is not limited to, protecting the welfare of a child from abuse and neglect as defined by state law.

This policy shall be interpreted consistent with Kansas law and in accordance with the requirements of the United States and the Kansas Constitutions.

Contacts: Director of Human Resources

Approved Date: 4/17/2020

Policy History:

Keywords: policy, manual, procedure

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